Government of
Saskatchewan

Annual Report
1986-87

Saskatchewan Employment Development Agency

Minister's Letter of Transmittal

Honourable Frederick W. Johnson
Lieutenant Governor of the
Province of Saskatchewan

Sir:

I have the honour to present the Annual Report of the Saskatchewan Employment Development Agency for the fiscal year ended March 31, 1987.

Respectfully submitted,

Grant Schmidt
Minister Responsible for the
Employment Development Agency

Letter of Transmittal

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Minister Responsible for the
Employment Development Agency
Province of Saskatchewan

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Presented herewith is the Annual Report of the Saskatchewan Employment Development Agency for the fiscal year ended March 31, 1987.

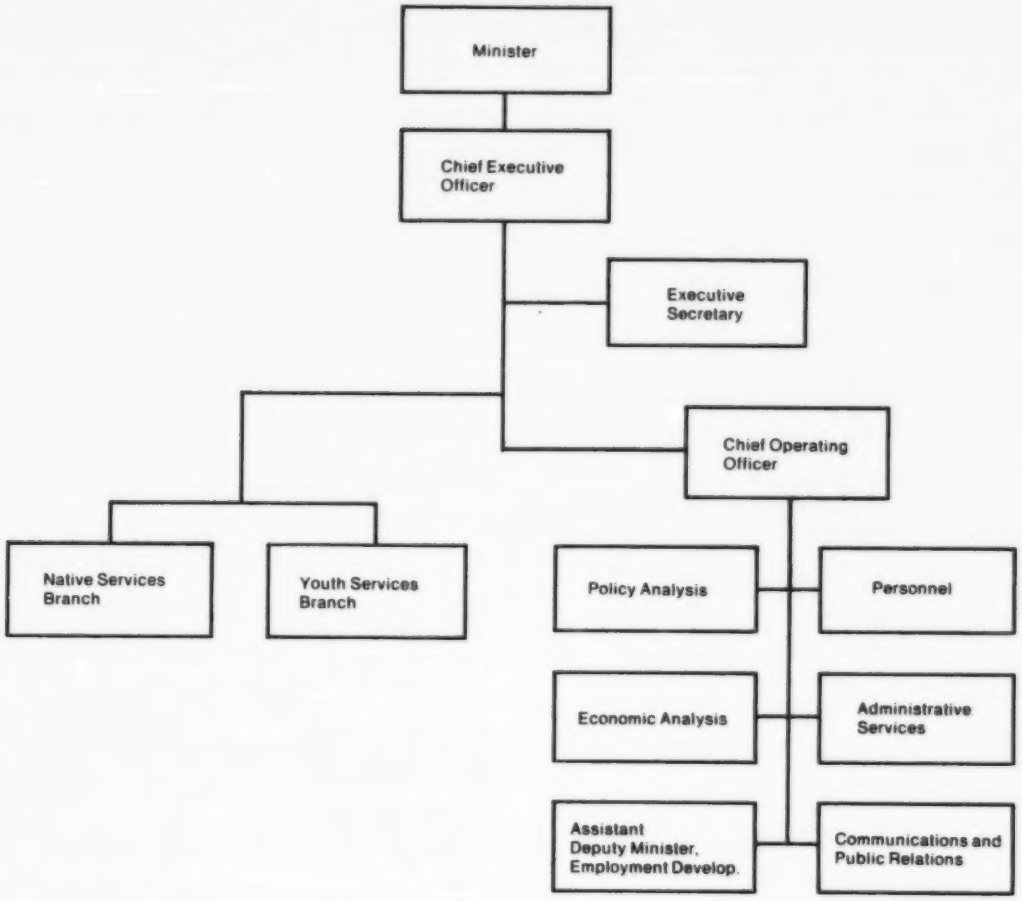
Respectfully submitted,

Phil Richards
Deputy Minister
Employment Development Agency

Table of Contents

	Page
Letters of Transmittal	ii, iii
Organization Chart	v
Introduction	vi
Summary of Activities	1
Administrative Services	2
Policy and Economic Analysis Branch	3
Youth Services Branch	4
Native Services Branch	5
Employment Development Fund	7
Short Term (Seasonal Employment) Program	
Saskatchewan Opportunities '86	8
Medium Term (Transition to Employment) Programs	
Saskatchewan Access Youth Employment Program	9
Saskatchewan Skills Development Program	9
Native Career Development Program	9
Special Agriculture and Rural Development Agreement (Special ARDA)	10
Saskatchewan Employment Development Program	10
Employment Support Program	11
New Careers Corporation	12
Training Support Programs	
Vocational Rehabilitation of Disabled Persons	12
Non-Status Indian and Metis Program	13
Out-of-Province Training Programs	13
Training-on-the-Job (Special Needs) Program	13
Saskatchewan Urban Native Teacher Education Program	13
Bridging Program for Women	13
Long Term (Economic Development) Programs	
Small Business Interest Reduction Program	14
Industrial Incentive Program	14
Provincial Capital Fund Program	15
SaskExpo 86 Corporation	15
Provincial Indian Economic Development Program	15
Heavy Haul and High Volume Road Program	16
Canada-Saskatchewan Tourism Sub-Agreement	16
Trade Opportunities Program	17
Grants for Regional Development	17
Regina Rail Relocation	17
Regina/Moose Jaw Carbon Filtration Project	18
Saskatchewan Home Program	18

Employment Development Agency Organization

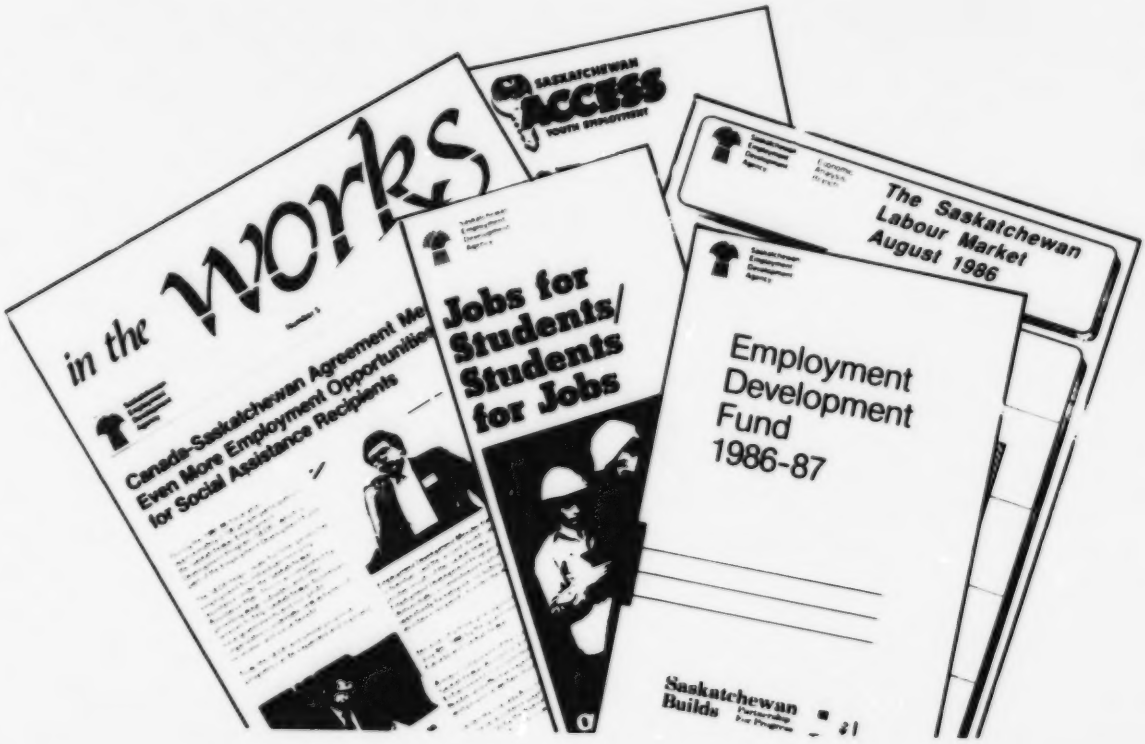


Introduction

An Act to Establish an Employment Development Agency took effect in mid-January of 1985. The legislation was designed to be broad and flexible, empowering the new agency to monitor, promote and co-ordinate the continued development and implementation of programs relating to employment in Saskatchewan and to ensure that every opportunity to participate in these and other employment development programs was made available to the people of the province.

In more specific terms, the mandate of the Employment Development Agency was to:

- Collect, maintain and update an inventory of employment development programs and policies offered by the governments of Saskatchewan and of Canada.
- Promote and co-ordinate the development of employment development policies and programs by individual departments.
- Ensure the consistency of employment development programs with the overall economic development policy of the province.
- Ensure that the employment development process in Saskatchewan is one whereby the public-at-large and government share equally in the responsibility for its success.
- Pay special attention to the employment needs of specific employment groups such as the rural unemployed, youth, people of Native ancestry, women, and people with disabilities.
- Act as a catalyst for employment development ideas inside and outside government.
- Maintain close contact with other government agencies, the private sector, labour, N.G.O.'s, and other governments on employment issues.
- Inform the public of employment development opportunities provided by the government.
- Solicit and answer inquiries from the public concerning employment development opportunities in the province.
- Encourage public participation in the employment development process by pursuing new ideas and new initiatives from all segments of society.



Summary of Activities

The 1986-87 fiscal year began with the announcement of the Saskatchewan Access Youth Employment program. The $3.25 million provincial government program was specifically for Saskatchewan youth age 16 to 24.

Another program targeted for youth, Saskatchewan Opportunities '86, provided summer jobs for 10,384 Saskatchewan university, technical institute and high school students.

During the 1986-87 fiscal year, agency officials worked extensively in consultation with provincial government departments and agencies to develop a co-ordinated and consistent provincial approach to employment development.

The Employment Development Agency became the primary agency in Saskatchewan for providing provincial input into COPS (Canadian Occupational Projection System), a sophisticated system for predicting job supply and demand. The information was consolidated into an occupational directory called **Job Futures**.

The **Job Search Handbook** was reprinted jointly by the Employment Development Agency and Employment and Immigration Canada. This booklet provides instruction on resume writing, job search procedures and interview techniques.

An independent evaluation of Saskatchewan's New Careers Corporation was completed with the conclusion that the corporation's three-year training program is among the most advanced in North America.

As part of an ongoing co-ordination and focusing of employment programs, the Special Agriculture and Rural Development Agreement, known as the Special ARDA Program, was included for the first time in the Employment Development Fund. It is a joint initiative of the federal and provincial governments to improve the economic and employment opportunities of people of Native ancestry in rural areas.

Similarly, for the first time, Training Support Programs like the Non-Status Indian and Metis Program and the Vocational Rehabilitation for Disabled Persons Program were included in the Employment Development Fund.

The Saskatchewan Home Program, effective September 1, 1986, was added to the long-term (economic development) programs of the Employment Development Fund. Designed to stimulate the small business economy, this program over its five-year life span will create approximately 25,000 jobs.

A Youth in Government Seminar was co-ordinated by the Youth Services Branch to provide students from across Saskatchewan with valuable insights in the workings of government.

Effective February 1, 1987, under **The Government Organization Act** the Department of Human Resources, Labour and Employment was established. This new department amalgamated Employment Development Agency, Indian and Native Affairs Secretariat, parts of the Department of Labour, Senior's Bureau (formerly of Department of Social Services) and Women's Secretariat.

Further information on the Department of Human Resources, Labour and Employment can be found in the first annual report of the Department of Human Resources, Labour and Employment.

Administrative Services

On April 1, 1986, a small Administration and Financial Services Branch was established in the Employment Development Agency. Budget and procurement services were then handled in-house; accounting services were handled by Supply and Services; payroll services were handled by Revenue and Financial Services; and personnel services were handled by Energy and Mines.

Also, on April 1, 1986, the Women's Services Branch was officially transferred to the Women's Secretariat. The Youth Services Branch and Native Services Branch remained with the Employment Development Agency.

Policy and Economic Analysis Branch

During the 1986-87 fiscal year, the branch undertook the following general types of activities:

- Conducted research and analysis on issues affecting employment, unemployment and job creation in Saskatchewan.
- Disseminated information relating to the Saskatchewan labour market.
- Monitored and reported on provincial and federal job creation programs.
- Prepared reports on occupational and industry forecasts for Saskatchewan.
- Participated in the evaluation of employment programs.
- Designed and implemented employment policy research projects and proposals.

Some specific examples of issues which the branch was involved in during 1986-87 include:

- Unemployment Insurance Program studies.
- Canada-Saskatchewan Accord on Employability Enhancement of Social Assistance Recipients.

During the fiscal year under review the Policy and Economic Analysis Branch also:

- Researched and published the **Saskatchewan Job Futures** book.
- Issued a monthly statistical report on the Saskatchewan labour market.
- Participated on interdepartmental committees addressing issues impacting on employment.

Youth Services Branch

The Youth Services Branch addresses the problems young people face in gaining employment by providing programs and services for Saskatchewan youth which will enhance their employability/career development and will assist them in meaningful participation in the labour force.

Saskatchewan Opportunities '86 Program

The Opportunities '86 Program was a program designed to help students obtain valuable work experience as well as assist them in financing their future education.

The program was funded through the Employment Development Fund as a part of the government's overall employment development strategy.

A subsidy of 50 percent of the wages paid to a maximum of $3 per hour or $400 per month, whichever was less, was provided to eligible employers for each full-time summer job created. The subsidy was available for a maximum period of three months during May to September, 1986. Final figures show that 10,384 jobs were created through the Opportunities '86 Program.

Jobs created by employment sector:

Business	4,661
Farms	2,324
Non-Profit	1,447
Local Government	1,952
Total	10,384

Saskatchewan Access Youth Employment Program

This wage subsidy program, part of the Employment Development Fund, helped employers to create new jobs for significantly unemployed non-student youth.

A wage subsidy of $2.50 per hour was available to approved employers for full-time jobs of 24 to 30 weeks in duration.

The Saskatchewan Access Youth Employment Program was administered in harmony with Employment and Immigration Canada. Local Canada Employment Centres referred eligible qualified youth to participating employers.

Jobs created by employment sector:

Business	732
Farms	349
Non-Profit	35
Local Government	29
Total	1,145

Youth in Government Seminar

In addition to these job creation initiatives, the Youth Services Branch co-ordinated the staging of a Youth in Government Seminar October 27, 28 and 29, 1986. The seminar was designed to provide 80 division IV students from across Saskatchewan with valuable insights into the workings of government. Students were selected based on their school grades, extracurricular activities and their interest in attending the seminar. Speakers included both elected and government officials on a wide range of topics such as: the role of the Department of Finance, Justice, Women in Government and the role of the Lieutenant Governor. Tours were provided of the Legislature and Government House. A wind-up banquet was held at which Premier Grant Devine gave the closing speech.

Native Services Branch

Policy, Liaison and Co-ordination

The Branch provides a focal point for development of employment and training related programs with respect to policy and liaison and co-ordination with other departments and levels of government.

Native Career Development Program

The Native Career Development Program works with employers to identify jobs for which Native workers can be specifically trained. The employer makes a firm commitment to hire the trainees when the training is complete. Program staff work out the details of the training with each employer. The focus is "competency based training."

Matching available people to available jobs is done through an orientation and selection process which involves the employer, the prospective employee and relevant resource people made available through the program. The employer makes the final selection.

Training packages are the key to the Native Career Development Program. To ensure a direct connection between job requirements and trainee potential, the Branch ensures that the training package is practical, detailed and straight forward. The employer and trainee need to understand the training plan before it is started. The training package is designed to provide individualized tutoring as required.

The training package provides participants with job skills required for the chosen positions. The employer, with program staff, determines what each job required as "entry level" skills and knowledge. Again, the training package is prepared jointly and could include formal training, on-the-job training and/or individualized tutoring. A monitoring process designed to determine the progress of each trainee is included in each package.

When the trainee has acquired all the knowledge and skills identified in the training plan, he or she becomes a full-time permanent employee of the company.

The program's flexible approach to the variety of employer training requirements is one of the factors which sets the NCDP apart from other available training options. In addition, program staff assist employers in recruiting prospective trainees and in providing counselling or other special assistance to trainees as necessary to ensure successful completion of the "training-to-employment" plan.

Other components of the program which relate to assisting Native clients in finding employment or increasing employment-related skills have been reorganized and expanded into what is called "Employment Enhancement Training." The training takes the form of seminars which will assist clients in securing employment or training related to economic development and entrepreneurial initiatives such as wild rice harvesting and fur trapping.

In the fiscal year 1986-87, the NCDP achieved the following:

– Training positions and designated jobs under contract	396
– Employment enhancement training	343
– Direct placements into jobs (without contracts)	75
Total jobs for Native people	814
– Number of contracts signed (*crown, 2%; civic, 10%; private, 88%)	342*

Profile of Trainees

– Trainees	
– Male	65%
– Female	35%
– Jobs	
– Administration	22%
– Technical Field	1%
– Trades Field	16%
– Professional/Para-Professional	6%
– Labour	55%
– Age	
– Under 20	6%
– 20-35	84%
– Over 35	10%
– Education	
– Less than Grade 10	38%
– Grade 10, 11, 12	54%
– University or post-secondary	8%
– Average salary – $12,480	

Performance Measurements (NCDP)

	1984-85	1985-86	1986-87
— Training positions and designated jobs under contract	362	490	739
— Direct placements into jobs (without contracts)	50	60	75
Total jobs found for Natives	412	550	814
— Number of contracts signed	107	234	342

Special Agriculture and Rural Development Agreement (Special ARDA)

The Special Agriculture and Rural Development Agreement is a cost-sharing program with the federal government designed to assist rural residents of Native ancestry with socio-economic development. The training component of the agreement is administered by the Native Services Branch. Four projects are currently in progress.

These projects include such initiatives as funding for Native economic and employment development co-ordinators who work with the Association of Metis and Non-Status Indians of Saskatchewan in order to stimulate business development and employment for Natives in Saskatchewan.

In the fiscal year 1986-87, the program achieved the following:

— Training Positions (including carryover from 1985/86)	788
— Number of contracts signed (1 extension)	4

Profile of Trainees

— 788 trainees, 60% Male, 40% Female	
— 4 organizations	
— non-profit	75%
— educational institutions	25%
— Age of trainees	
— 20 to 55 years	
— Education	
— under Grade 10	80%
— Grade 10, 11, 12	15%
— university	5%

A New Direction

In the fiscal year 1986-87, Native Services Branch experienced organizational change moving from the Employment Development Agency to the newly created Department of Human Resources, Labour and Employment. Native Services Branch integrated with the Indian and Native Affairs Secretariat to form the new department's Indian and Native Affairs Branch.

The Branch will:

- Provide policy liaison and co-ordination for Native programs in the department.
- Administer the Native Career Development Program (NCDP).
- Administer the federal-provincial Special Agriculture and Rural Development Agreement (Special ARDA).

Employment Development Fund

In the **Partnership For Progress** plan announced in the 1985-86 provincial budget, employment was identified as one of the four cornerstones of Saskatchewan's future and received the largest single portion of earmarked funds: $600 Million over five years.

These monies were allocated through a vehicle called the Employment Development Fund, which is a long-term plan to address the complex issue of employment development in Saskatchewan by bringing together, or focusing, the government's numerous job creation programs.

This strategy allows the Employment Development Agency to co-ordinate the government's employment programs, while still allowing departments and agencies to deliver programs as required.

The Employment Development Fund resulted from the government's continuing policy of public consultation, internal evaluation and co-operative effort. Such a process has been identified as essential to employment development by such diverse groups as educators, labour, business and social agencies as well as federal, provincial and local governments.

Equally important has been the government's policy of diversifying and strengthening the economy in partnership with the private sector. The Saskatchewan Home Program, which became effective September 1, 1986, has a five-year life span and is designed to stimulate the small business economic activity.

In addition to this, the government has realized that it is vital to ensure adequate resources for Saskatchewan people to become competitive in the labour market. **Partnership for Progress** included a commitment for five-year funds administered by the Departments of Education and Advanced Education and Manpower to increase educational upgrading and training and further educational opportunities.

A large part of the reason for the effectiveness of the Employment Development Fund was that it made more effective use of facilities and programs already developed through the provincial government's various employment, education and economic development strategies.

The following is a report, on a program by program basis, of the Employment Development Fund for the 1986-87 fiscal year.

Short Term (Seasonal Employment)

This program is designed to deal with seasonal employment fluctuations.

Saskatchewan Opportunities '86 Program

Saskatchewan Opportunities '86 Program was a program designed to help students obtain valuable work experience as well as assist them in financing their future education.

Jobs created by employment sector:

Business	4,661
Farms	2,324
Non-Profit	1,447
Local Government	1,952
Total	10,384

Further details can be found on page 4 in the Youth Services Branch report.

Medium Term (Transition to Employment)

This section contains programs for Saskatchewan people in most need of education, training or re-training. Also included are programs designed to provide help in getting that all important first job for those entering or re-entering the work force. During 1986-87, these included:

Saskatchewan Access Youth Employment Program

This wage subsidy program, part of the Employment Development Fund, helped employers to create new jobs for significantly unemployed non-student youth.

A wage subsidy of $2.50 per hour was available to approved employers for full-time jobs of 24 to 30 weeks in duration.

The Access Program was administered in harmony with Employment and Immigration Canada. Local Canada Employment Centres referred eligible qualified youth to participating employers.

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Total	1,145

Saskatchewan Skills Development Program (SSDP)

The Saskatchewan Skills Development Program provides academic and skill training opportunity for eligible social assistance recipients. The program is jointly sponsored by the Departments of Advanced Education and Manpower, Social Services and the Employment Development Agency.

Under SSDP, community colleges provide academic upgrading and community based skill training, while institute-related skill training is delivered either on-campus by the technical institute or in the rural region through the Saskatchewan Skills Extension Program.

The number of students enrolled during the 1986-87 program year was 3,100. Two thousand three hundred ninety-five students were in academic upgrading, 365 were in institute-related training and 340 participated in community-based skill training.

The 1986-87 budget for the SSDP was $6.0 million.

Native Career Development Program (NCDP)

The Native Career Development Program has been in existence for five years to deliver a "training-to-employment" model designed to provide skilled Native workers for Saskatchewan businesses and improve the career opportunities available to Native people in the province.

The program's flexible approach to the variety of employer training requirements is one of the factors which sets the NCDP apart from other available training options. In addition, program staff assist employers in recruiting prospective trainees and in providing counselling or other special assistance to trainees as necessary to ensure successful completion of the "training-to-employment" plan.

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– Education	
– Less than Grade 10	38%
– Grade 10, 11, 12	54%
– University or post-secondary	8%
– Average Salary – $12,480	

Further details can be found on page 5 in the Native Services Branch report.

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  - educational institutions 25%
- Age of trainees
  - 20 to 55 years
- Education
  - under Grade 10 80%
  - Grade 10, 11, 12 15%
  - university 5%

Saskatchewan Employment Development Program (SEDP)

The Department of Social Services continued to administer the Saskatchewan Employment Development Program during the year as part of the government's overall job creation strategy.

This program served as a means of providing productive employment opportunities for employable persons receiving benefits under the Saskatchewan Assistance Plan. Its purpose was to provide them with work experience and job-related skills and to facilitate their continuing participation in the work force.

Saskatchewan businesses, local governments and non-profit employers, whose projects were approved under the program, were eligible for subsidies equal to the provincial minimum wage and related employee benefits for each new job created. Local government bodies and non-profit organizations were eligible for grants for some essential overhead expenses as well.

To qualify for funding, employers had to demonstrate that:

- the work to be created would not displace employment which would have existed without program support;
- meaningful work experience and job-related skills would be provided and existing employees' skills would be considered;
- projects would provide between 20 and 26 weeks of full-time, continuous employment; and
- projects would contribute to the social and economic betterment of the province.

An initial $12.8 million was allocated to the program and 2,047 jobs were created. Through employee turnover, 2,500 social assistance recipients participated in the program.

Employment Support Program (ESP)

The program provides funding for a range of services for mentally and physically disabled and socially disadvantaged Saskatchewan Assistance Plan (S.A.P.) eligible individuals. Counselling, placement services, subsidized industry positions and transitional employment placements were carried out at 18 funded projects through the province.

Program Categories

- **Work Preparation/Placement Projects**

  Eight placement projects located in major urban and smaller centres provide employment services to S.A.P. eligible clients which will lead to employment placement in the private, public or non-government sectors.

- **Subsidized Industries**

  Subsidization of individual positions within eight existing non-profit industries/businesses provide long term employment alternatives for individuals who are unable to compete in regular market place employment.

- **Transitional Employment**

  This service provides for the purpose of positions within four existing organizations that enable individuals to acquire and develop job skills and a work history which will enable them to proceed onto regular market placement employment.

Employment Support Program Summary Statistics

Performance

	1985-86	1986-87
– Work Preparation/Placement Projects		
Disbursed Amount	$1,201,818	$1,411,360
ESP Subsidized Employment Placements	384	341
Non-Subsidized Employment Placements	506	530
Average Cost Per Placement	1,350	1,620
– Subsidized Industries		
Disbursed Amount	$ 309,830	$ 270,952
Funded Positions	32½	29½
Individuals Employed	69	104
Average Cost Per Position	9,553	9,180
Average Cost Per Individual	4,490	2,610
– Transitional Employment		
Disbursed Amount	$ 416,011	$ 440,078
Funded Positions	24	25
Individuals Employed	91	111
Average Cost Per Position	17,333	17,600
Average Cost Per Individual	4,570	3,960
– Total Program Performance		
Disbursed Amount	$1,927,659	$2,122,390
Jobs Created (with and without subsidy)	1,050	1,086
Jobs Created (subsidized only)	544	553
Average Cost Per Job Created (with and without subsidy)	1,840	1,954
Average Cost Per Job Created (subsidized only)	3,540	3,838

New Careers Corporation

Background

The New Careers Corporation is a provincial crown corporation created in May, 1984. Its program is designed to create employment and training opportunities for individuals in receipt of provincial financial assistance.

Projects undertaken by the corporation include construction of a 130 boat marina in Elbow Harbour, development of an 18 hole, grass green, golf course adjacent to this marina, upgrading of facilities at Douglas Provincial Park and Tufts Bay, construction of a 15.5 km road, 160 foot bridge and 120 site campground in Meadow Lake Provincial Park and development of the marina at Rowan's Ravine Provincial Park.

Current Status

The corporation received a grant of $3.9 million from the Employment Development Fund for operations during the fiscal year 1986-87.

During the fiscal year, some of the major projects included completion of the 130 boat marina docks and landscaping at Elbow Harbour, initiation and completion of 50 percent of the development of the adjacent golf course, construction of a boat launch and completion of the landscaping at Tufts Bay, completion of the landscaping and expansion of the campgrounds at Douglas Park. The Goodsoil construction crew completed building nine miles of road and the Pierce Lake bridge at Meadow Lake Provincial Park along with 70 percent completion of the campground. This crew also cleared 132.5 acres of power line right-of-way in the Nipawin Provincial Park for the Saskatchewan Power Corporation. The Rowan's Ravine crew completed development of the marina area except for final landscaping, handcrafted furniture for historic parks and upgraded the cross-country ski trails at Pilot Butte. They constructed seven playground equipment sets that the corporation erected at various provincial parks.

The corporation employed 19 staff and 117 trainees at various projects during the 1986-87 fiscal year. Thirty-nine trainees were enrolled in 40 different courses through various educational institutions within the province. Thirty-three trainees left the corporation for permanent employment.

Training Support Programs

1. Vocational Rehabilitation of Disabled Persons (VRDP)

Under the terms of the Vocational Rehabilitation of Disabled Persons Agreement, rehabilitative vocational training is offered to mentally and/or physically disabled persons who are vocationally handicapped. Costs are 50 percent shared with the federal government through Health and Welfare Canada.

The Department of Advanced Education and Manpower administers the training related costs for those approved by the VRDP Training and Selection Committee. Training represents one service in a spectrum of comprehensive rehabilitative services provided co-operatively by several government departments.

In 1986-87, under the VRDP program, 654 persons received training.

Actual cost for 1986-87 — $1,453,082.20

Training Area and Enrolment

	1986-87	1985-86
Universities	126	114
Technical Institutes	81	57
Community Colleges	139	143
Trade Schools	17	31
Special Training Centres	186	226
Other Training Services	25	22
Training-on-the-Job	34	52
Out-of-Province Training	37	28
Foreign Training	9	9
Total	654	682

2. Non-Status Indian and Metis Program (NSIM)

The Non-Status Indian and Metis program provides a full range of training opportunities in academic upgrading, pre-trades, job readiness preparation, life skills and occupational orientation for individuals who are Non-Status Indians or Metis.

Financial support is allocated to each regional community college for direct course, administrative and program support costs. Individual students receive training allowances based on the actual attendance in class.

The NSIM program also covers the costs of full-time and part-time credit programs that are less than twelve weeks and are not eligible for Special Incentive Bursary funding through the Saskatchewan Student Assistance Programs.

The NSIM program fully utilized the $4,422,920 budget allocation for the fiscal year 1986-87.

3. Out-of-Province Training Programs (OPTP)

Interprovincial Training Agreements are a mechanism whereby the government reserves and funds a predetermined number of places for Saskatchewan residents to enrol in out-of-province training programs for various categories of health and social service occupations for which no formal training opportunity exists in Saskatchewan post-secondary educational institutions. The agreements are negotiated and administered by the Department of Education.

The primary purpose of interprovincial training agreements is to alleviate problems of manpower supply in specific occupations. These agreements are normally for a five-year period and may be viewed as a short-term measure to provide access to career development until the specific manpower shortage is relieved or a training program is established in Saskatchewan to assure a long-term stable supply of personnel.

In 1986-87, 56 Saskatchewan residents occupied places funded by the OPTP in ten educational programs conducted by five universities (46 students) and three community colleges (10 students) in other provinces.

Approved 1986-87	$238,810
Actual Expenditures 1986-87:	
University programs	256,586
Community College programs	52,209
	$308,795

4. Training-on-the-Job (Special Needs) Program (TOJ-SN)

The Department of Advanced Education and Manpower funds eight community based agencies to provide specialists (TOJ workers) to assist disabled persons who want to work but find gainful employment opportunities difficult to obtain. The agencies present applications on behalf of their clients to the VRDP Training and Selection Committee for funding for TOJ costs. This program is 50 percent shared with the federal government through Health and Welfare Canada. The program is run in order to facilitate the VRDP program.

In 1986-87, the program funded 14.9 Training-on-the-Job workers.

Actual cost in 1986-87 — $520,248.78

5. Saskatchewan Urban Native Teacher Education Program (SUNTEP)

The SUNTEP program provides training/education for persons of Native ancestry who wish to obtain their Bachelor of Education Degree.

The program, which is run by the Gabriel Dumont Institute of Native Studies and Applied Research, is a joint agreement with the two Saskatchewan universities.

The Department of Advanced Education and Manpower administers the tuition costs related to this program.

Actual cost in 1986-87 — $349,512.96

6. Bridging Program for Women

The Bridging Program for Women received a one-time grant to supplement their training program for women.

The goal of the Bridging Program is to address the learning needs of women to encourage and facilitate their successful participation in traditional and non-traditional areas of education, training and employment. Program components include: information, counselling, orientation programs, workshops, skills upgrading, peer support through job clubs and self-help groups, child care provision and linkage to other services.

Long Term (Economic Development)

These programs are designed to help stimulate the small business activity necessary to create jobs immediately as well as in the future. Some also involve capital spending which will provide much needed facilities and permanent jobs for the future while creating construction-related jobs now.

Small Business Interest Reduction Program

The Small Business Interest Reduction Program was implemented by the Government of Saskatchewan on May 1, 1985, through its Department of Tourism and Small Business. The three-year program was designed to reduce interest costs and encourage business activity by stabilizing interest rates. The program runs from May 1, 1985, to March 31, 1988.

The program regulations were amended on March 31, 1987, to disallow any new applications during the final year of the program.

Benefits are available to any Saskatchewan small business including industry, trade, service, retail, tourism or other commercial undertaking. Benefits are available to registered small businesses having their head office in Saskatchewan and having institutional debt less than $250,000 excluding loans for real property.

The maximum amount covered on a loan is $100,000. The amount of annual interest reduction is based on the difference between the base rate of eight percent and the interest rate charged by the lending institution subject to a ceiling of prime plus one percent.

Benefits are paid quarterly from the date of application approval to the termination date of either the program or the loan, whichever comes first.

Benefits totalling $9,495,573 have been paid out since the inception of the program on May 1, 1985. The number of eligible applications as of March 31, 1987 was 8,070. Since it was introduced, the program has helped maintain 35,000 jobs.

Industrial Incentive Program

The Industrial Incentive Program was introduced in April, 1984, with a one-year mandate. Due to its tremendous success, the program has been extended twice with the expiry date being March 31, 1987.

The program is designed to stimulate investment and permanent employment in the manufacturing and processing sector. Any manufacturer or processor locating or expanding in the province is eligible for an incentive of $7,500 for each new job created, to a maximum of 25 per cent of the capital investment.

This is a performance-based program in that the incentive is paid out only after the investment has been made and the jobs have been maintained for 12 months. As a result, the probability that the employment will be permanent is high.

During the 36 months of the program, over 500 applications were approved, resulting in an estimated 4,600 new jobs and more than $200 million worth of anticipated new capital investment for Saskatchewan.

The program is administered by the Industrial Development Services Branch of the Department of Economic Development and Trade.

Provincial Capital Fund Program

The Provincial Capital Fund Program was a two-year unconditional capital funding program which began January 1, 1985. Saskatchewan Urban Affairs administered the program.

The purpose of this program established under **The Provincial Capital Fund Program Act** was to assist urban municipalities with the acquisition or construction of capital works or the purchase of equipment undertaken between January 1, 1985, and December 31, 1986.

Funds for the program were budgeted through the Employment Development Fund as part of the government's overall move to co-ordinate employment and economic development initiatives.

All cities, towns, villages, resort villages and hamlets located within the boundaries of a rural municipality were eligible to receive $25 per capita in each year of the two-year program.

In addition to providing more unconditional capital financial assistance than previous programs, this program reflected the tradition of strong autonomous municipal government in Saskatchewan and created employment opportunities for its residents.

During 1986-87, activities generated by the program were as follows:

Grants Paid	Employment Generated in Person Work Weeks
$16,529,389	23,996

SaskExpo 86 Corporation

The SaskExpo 86 Corporation was a limited-life Crown corporation established until March 31, 1987, to co-ordinate provincial involvement at Expo 86. This included overseeing the design, construction and operations of the pavilion and all associated promotional activities.

The SaskExpo project had a significant positive economic impact for the province in three areas:

- It created new business and jobs for Saskatchewan firms and people; the Saskatchewan pavilion and all related promotional events utilized Saskatchewan people where possible and products to focus on natural resources, agriculture, secondary industry and new technology.
- A dynamic Saskatchewan presence furthered the province's efforts in exploring the Pacific Rim market area.
- It provided an opportunity for Saskatchewan to market its tourism potential to the 22 million visitors at the exposition.

Provincial Indian Economic Development Program

Fiscal 1986-87 represents the fourth year of operation of the Provincial Indian Economic Development Program. This program was established to assist Indian people at the community level become more economically self-sufficient. Through this program, grants are provided as "seed money" to initiate viable businesses for Indian people.

The four major objectives of the program are as follows:

1. To create permanent and meaningful jobs for Indian people which will enable them to participate and contribute to local economies and the province as a whole.
2. To enable Indian people to become more economically self-sufficient through the establishment of viable businesses controlled and staffed by Indian people.
3. To focus on job creation in only the most viable sectors such as small business, resource development and tourism.
4. To press for a balanced and co-ordinated approach to Indian economic development with other provincial and federal programs.

Although the program directly provides financial support to Indian people in the area of economic development, provincial involvement does not diminish the role of the federal government which has legislative responsibility for Status Indian people. Rather, the provincial program serves to complement federal economic development and job creation initiatives in concert with overall economic development priorities and opportunities in Saskatchewan.

Administration of the Program

The Saskatchewan Indian and Native Affairs Secretariat has overall administrative and fiscal responsibiity for the Provincial Indian Economic Development Program. Applications are assessed in terms of viability, funding sources and other information required under the criteria. Applications which meet criteria are then forwarded to the Indian Advisory Board for review and funding consideration. The Indian Advisory Board, established during the summer of 1984, consists of representatives appointed by each of the District Chiefs' Councils in the province. Ministerial and/or Order-in-Council approval is required under legislation before grants can be released.

Eligibility

Only Status Indian people are eligible for grants under this program. Accordingly, grants can be made to Status Indian individuals, Indian bands, districts and Indian economic development institutions. While the program is aimed primarily at business development at the reserve level, Status Indian projects in urban centres are also funded.

Types of Projects

Grants are provided for projects which can demonstrate their economic viability in the long-term and ability to create meaningful and permanent jobs. Grants are therefore not provided for make-work projects, construction of roads and office buildings, social service oriented projects, nor projects whose primary focus is job training and/or related infrastructure development.

During the 1986-87 fiscal year, 61 grants were disbursed under the Provincial Indian Economic Development Program for a total expenditure of $1,463,296. Fifty-five grants were for band and individual businesses, and six were of a province-wide or economic institutional nature.

The average grant per project was $23,988. A total of 316 jobs were created at an average cost to the program of $4,640 per job.

In addition to benefitting the Indian community directly, these projects contributed to the local economy and the province as a whole by providing needed services and through the purchase of goods, supplies and services.

Heavy Haul and High Volume Road Program

This program provides grants to rural municipalities for upgrading their major industrial and heavy traffic routes to a higher standard capable of accommodating heavier weight vehicles and high volumes of traffic.

Heavy oil activity regions are one of the major recipients of grants under the program. Major grain haul and gravel haul routes are also eligible. A total of $3.7 million was spent on projects under this program in 1986-87. The provincial government contributed 67.1 per cent of the total cost.

The program is delivered by Saskatchewan Rural Development.

Based on the formula of one person year of employment created for each $80,000 worth of construction, it can be assumed that 2,392 person work weeks of employment were created by this program in 1986-87.

Canada-Saskatchewan Tourism Sub-Agreement

The Tourism Subsidiary Agreement is a $30 million package consisting of three major program elements designed to stimulate the tourism industry. The total is split evenly between the provincial and federal governments, with each responsible for a number of directly delivered projects. A portion of cost-shared jointly delivered funding is also included. The agreement was negotiated during 1984, received Cabinet approval and was operational in the 1985-86 fiscal year. The agreement is a part of a $260 million Economic and Regional Development Agreement (ERDA).

Economic and Regional Development Agreement: Expenditures and Commitments

	Federal Expenditure	Federal Committed	Provincial Expenditure	Provincial Committed
A. Product Development	$1,023,430	$4,779,718	$ 412,059	$1,478,400
B. Marketing Enhancement	558,744	618,937	760,523	1,043,674
C. Support to Industry	389,086	1,933,227	1,605,631	2,338,570
D. Administration	295,544	328,937	4,817	101,820
	$2,266,804	$7,660,819	$2,783,030	$4,962,464

Trade Opportunities Program

The Trade Opportunities Program, launched March 3, 1986, has the dual objectives of assisting Saskatchewan exporters to expand their international marketing capabilities and to provide career opportunities in export marketing for recent graduates.

For companies hiring eligible graduates, the program will pay 50 percent of the employee's base salary, to an annual maximum of $13,000, and 50 percent of approved export travel expenses, to an annual maximum of $5,000, each for a two-year period

Employers must be based in the province, exporting Saskatchewan goods or services, and undertake to provide training in export marketing, including appropriate travel, in conjunction with the companies' export marketing initiatives.

Employees must have graduated in an appropriate discipline from a recognized university or other post-secondary institute within the past 24 months.

The program is delivered by the Trade Programs Branch of the Department of Economic Development and Trade.

The outline of the program was first announced by the Premier in April, 1985. The Department of Finance, in consultation with other departments, proceeded to develop the program details, including the commission of a consultant's report from professor Ed Price of the University of Saskatchewan. The report examined the needs of graduates and exporting companies, and reviewed a similar, and extremely successful, program in Ontario.

As a pilot project, two graduates were hired by the Agricultural Development Corporation in September, 1985, to be trained in international trade and project management.

In December 1985, operating responsibility for the program was transferred to the Department of Economic Development and Trade and funding was transferred to the Employment Development Agency.

The key thrust of the program is economic development, therefore the direct number of jobs created is small and must be considered in the context of long-term economic and trade development and subsequent spin-off creation.

As at March 31, 1987, there have been 18 graduates assisted through the program. The total expenditures year-to-date were $129,887. The budget for the 1987-88 fiscal year is $345,000, which includes funding for ten new graduates.

Companies employing graduates have created or expanded their export sections and have expanded their sales accordingly.

Grants for Regional Development

1986-87 Grants:	
Canada Packers Inc.	$1,000,000
Saskatchewan Economic Development Corporation	50,000
Total	$1,050,000

The province provided $1 million to Canada Packers Inc. to assist in financing the capital cost of a new poultry plant to replace the existing "Saskatoon Poultry Plant" situated in Saskatoon and operated by Canada Packers Inc. This represents an incentive of less than 20 percent of the capital expenditures of the new facility. Improved efficiency of the plant will ensure viability of operations and retention of existing jobs.

In addition, the province provided $50,000 to the Saskatchewan Economic Development Corporation (SEDCO) for certain administrative/management costs arising out of SEDCO making loans to Gainers Inc. for the construction of the new bacon plant in North Battleford. An estimated 200 new jobs will result from this project.

Regina Rail Relocation

Provincial expenditures in 1986-87 were $500,000. Funds for this program were budgeted through the Employment Development Fund as part of the government's overall co-ordination of employment development initiatives. Saskatchewan Urban Affairs administers the program.

To the end of the 1986-87 fiscal year, the City of Regina has spent over $6 million since 1982 for maintenance of its railway relocation office and preparation of its application to the Canadian Transport Commission. The province's share of this exceeds $2 million.

Regina/Moose Jaw Carbon Filtration Project

In 1984 the governments of Canada and Saskatchewan, and the cities of Regina and Moose Jaw, committed a total of $15 million for installation of a granular activated carbon filtration system at the Regina/Moose Jaw Buffalo Pound Water Plant. Work on this project began in late 1984 and was completed in 1986. Installation of the carbon filtration system has resulted in eliminating the taste and odour problem which was evident in the cities' water supply for many years.

The province's share of the cost amounted to $1,655,380 in 1984-85, $2,844,620 in 1985-86, and $500,000 in 1986-87, for a total of $5 million. All the partners have paid their respective shares for project costs.

Saskatchewan Home Program

Introduced as part of the Employment Development Fund effective September 1, 1986, by Premier Grant Devine, this program is designed to provide homeowners with long-term mortgage interest rate protection, as well as matching grants and low-interest loans for renovation and home repair projects, thus stimulating employment and economic activity across the province.

The Saskatchewan Home Program has two major features:

- A Mortgage Protection Plan delivered by the Department of Finance which will be in place for the next 10 years to provide interest rate protection to 9¾ percent for the first $50,000 of new or renewed mortgages negotiated after September 1, 1986; the homeowner must negotiate his or her mortgage at the lowest rate available in the market to obtain maximum protection.
- A Home Improvement Plan delivered by the Saskatchewan Housing Corporation that contains two components: the first, a matching contribution of up to $1,500 for homeowners wishing to make repairs or improvements to their dwellings; the second, a home improvement loan of up to $10,000 at a 6 percent interest rate payable for up to 10 years.

Also included under this umbrella by virtue of its similar job creation and home ownership goals was the one year First Time New Home Buyers Grant, which had previously been announced in the March 1986 provincial budget.

Seldom has a program had such immediate, widespread and positive impact as the Saskatchewan Home Program.

By March 31, 1987, the matching grant component alone had stimulated some $222 million worth of economic activity in the home improvement industry. The Saskatchewan Housing Corporation was allocated $120 million from the Fund for this purpose.

During this same short period of time, the corporation received in excess of 14,500 applications for Home Improvement Loans worth $103.7 million.

All of this economic activity, including that generated by the First Time New Home Buyers Program, created more than 11,000 person-years of direct and indirect employment, mostly during the winter months when such job creation stimulus is most needed.

The broad criteria of the program ensured virtually no government interference in the market-place between the principals involved: contractors, suppliers, financial institutions and homeowners.